

Specimen Job Plan - Band 7 Clinical Nurse Specialist Role

Clinical/ direct patient care – average 60% (approx. 22.5 hours a week)

- Independently undertaking effective comprehensive holistic health, housing and social care assessments for patient including independent assessments of risk. Health assessment to cover physical health care problems, mental health problems, addictions problems, communication difficulties, disabilities, mental capacity issues, safeguarding, and potentially any missed primary care screening or interventions that are not being met due to any eligibility and legal complexities.
- Developing effective treatment and discharge plans based on the above assessments and advanced clinical knowledge which manage risk, multiple complex needs, non-engagement issues and/or challenging behaviour patterns, and ensuring these are delivered.
- Clinically advocating for best health outcomes whilst patient is at the hospital
- Liaising with partnership agencies to deliver discharge plans as required
- Advocacy with partnership organisations as necessary
- Maintenance of excellent care records, and sharing of information as necessary (ensuring maximum integration and best patient care, but adhering clearly to data sharing legislation and guidance)
- 6-8 new patient assessments per week, 10-15 patient reviews per week

Leadership and collaborative practice – average 15% (approx. 5.5 hours a week)

- Representing the service in a variety of different contexts
- Being and role model for inclusion health practice within the host health organisation
- Advising others in the organisation on inclusion health practice / other areas (e.g, health and housing rights) as necessary
- Facilitating and chairing multidisciplinary meetings and case conferences as necessary
- Developing pathways with partners which improve discharges for people experiencing homelessness
- Developing and delivering teaching to achieve culture change within the hospital
- Triage, prioritisation and oversight of caseload on a day to day basis
- Operational management of service on a day to day basis

Improving quality and developing practice – 12.5% (approx. 4.5 hours week)

- Monitoring and provision of reports on service performance
- Undertaking of audits
- Proactively identifying adverse trends and responding to these
- Identifying areas for service improvements
- Leading service improvements and developments
- Obtaining service user feedback and acting on this

Developing self and others – average 12.5% (approx. 4.5 hours a week)

- Management of staff including staff from partnership organisations working via a service level agreement
- Clinical supervision of staff
- Attending relevant and appropriate continuing professional development
- Attending clinical networking as appropriate
- Ensuring staff are trained and developed appropriately
- Managing own stress levels and potential for burn out and that of others in highly stressful role

Example daily routines:

CLINICAL DAY

TIME	ACTIVITY
9.00 - 09.30	Assess new referrals, review caseload, allocate work for the day
09.30 - 11.30	Direct patient assessments and client reviews (sometimes with students / staff shadowing / other team members as required)
11.30 – 12.30	Liaison with partnership agencies and record writing
12.30 – 13.00	LUNCH
13.00 – 14.00	Partnership meetings / teaching etc
14.00 – 16.00	Direct patient assessments and client reviews (sometimes with students / staff shadowing / other team members as required) Case conferences / MDT meetings
16.00 – 16.45	Liaison with partnership agencies and record writing
16.45 – 17.00	Final review of caseload

LEADERSHIP / MANAGEMENT DAY

TIME	ACTIVITY
9.00 - 09.30	Assess new referrals, review caseload, allocate work for the day
09.30 - 11.30	Direct patient assessments and client reviews (sometimes with students / staff shadowing / other team members as required)
11.30 – 12.30	Liaison with partnership agencies and record writing
12.30 – 13.00	LUNCH
13.00 – 16.45	Project / partnership meetings Reporting Audits Management and supervision of staff
16.45 – 17.00	Final review of caseload

Information based on observations and interviews of nurses in practice.